## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## EPA (and below)

For 4th Quarter 2017 for period ending September 30, 2017

			Cor	mparat	ive Dat	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2017Th00 20
	2012	2013	2014	2015	2016	2017Thru09-30
Number of Complaints Filed	79	62	48	58	86	78
Number of Complainants	77	59	45	57	83	76
Repeat Filers	2	3	3	1	3	2

Complaints by Posis			Com	parati	ve Dat	a
Complaints by Basis	Pre	evious ]	Fiscal `	Year D	)ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru09- 30
Race	40	22	23	25	33	41
Color	13	7	10	11	17	16
Religion	9	4	3	5	11	4
Reprisal	44	31	28	30	60	42
Sex	42	27	14	27	37	37
PDA	0	0	0	0	0	0
National Origin	13	12	10	11	15	12

Equal Pay Act	1	1	1	2	3	1
Age	37	22	22	28	41	38
Disability	25	19	18	18	34	33
Genetics	0	0	0	1	0	0
Non-EEO	8	7	6	6	7	5
			Com	parati	ve Data	a
Complaints by Issue	Pre	vious l	Fiscal \	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru09- 30
Appointment/Hire	5	5	7	5	6	4
Assignment of Duties	12	5	5	16	13	10
Awards	5	0	3	4	2	3
Conversion to Full Time/Perm Status	2	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	2	3	6	2	9	3
Suspension	2	6	4	0	8	4
Removal	2	0	3	2	5	4
Letter of Warning	0	0	0	0	3	3
Duty Hours	3	2	0	0	1	3
Perf. Eval./ Appraisal	21	9	5	5	21	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	32	22	19	28	49	46
a 1	1	2	1	3	3	5
Sexual						
Medical Examination	0	0	0	0	0	0

Promotion/Non-Selection		26	10	8	5	9	21
Reassignment							
Denied		3	0	2	3	1	2
Directed		5	2	2	1	6	2
Reasonable Accommodation Disability		7	9	3	4	13	12
Reinstatement		0	0	0	0	1	0
Religious Accommodation		0	0 0		0	0	1
Retirement		2	1	2	1	1	0
Sex-Stereotyping		0	0	0	0	0	1
Telework		0	0	0	0	7	6
Termination		5	4	1	1	3	2
Terms/Conditions of Employ	ment	19	12	11	10	22	17
Time and Attendance		18	7 2 8		10	9	
Training		11	2	6	6	2	7
Other							
User Defined - Other 1		0	0	0	0	0	0
Other		0	0	0	0	0	2
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Con	npai	rative	Data	
<b>Processing Time</b>	I	Previous	Fiscal	Yea	r Data	a	2017Thru09-
1	2012	2013	2014	2	2015	2016	30
Complaints pending during f	iscal year	•					
Average number of days in investigation	326.57	311.07	311.07 245.08 2		57.40	213.51	248.62
Average number of days in final action	198.44	289.63	5 3	21.81	300.90	511.88	
Complaint pending during fi	scal year	where he	earing v	vas 1	eques	ted	

Average number of days in investigation	324	.42	3	14.4	4	249	.50	259	0.25	224	1.92	2	237.33
Average number of days in final action	326	5.57	3	5.00	)	12.	00	36	.00	26	.27	4	143.17
Complaint pending during fis	scal y	ear	wh	ere	hea	aring	g was	s no	t requ	ıest	ed		
Average number of days in investigation	328	.83	30	06.5	8	233	.87	253	3.36	198	3.75	2	257.54
Average number of days in final action	467	.50	2	18.8	8	375	.08	607	7.62	840	).83	5	508.57
							Co	ive	Dat	 a			
Complaints Dismissed by A	Agen	сy		Pre	evio	ous ]	Fisca	l Y	ear I	)ata	ì	2017	Thru09-
			20	)12	20	2013 2		14 2015		20	16		30
Total Complaints Dismissed Agency	by			10		6	9		6	11			1
Average days pending prior t dismissal	0		2	12	1	23	258	3	99	13	30		132
Compl	aints	s W	ith	dra	wn	by	Com	pla	inan	ts			
Total Complaints Withdrawn Complainants	by			12 19			3		8		0	6	
							Com	pa	rativo	e <b>D</b> a	ata		
Total Final Agency Action	ıs		P	revi	iou	s Fi	scal `	Yea	r Da	ta		2017	7Thru09-
Finding Discrimination		201	12	20	13	2	014	2	015	20	)16		30
1		#	<b>%</b>	#	<b>%</b>	#	%	#	%	#	%	#	%
Total Number Findings		0 0				1		1		0		1	
Total Number Timenigs		0 0 0						i -					
Without Hearing		0	0	0	0	0	0	0	0	0	0	1	100
Complainants  Total Final Agency Action Finding Discrimination	ns	#	P 12	revi	ious	s Fi	Com scal `	Yea	rative ar Da 015	e Da ta 20 #	116 %	#	7Thru(

Findings of Discrimination												
Rendered by Basis		Pı	revi	ious	Fis	scal Y	'ea	r Dat	a		2017	Thru09-
Note: Complaints can be filed	2	012	20	)13	2	014	2	015	20	)16		30
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	1		0		1		1		0		0	
Race	0	0	0	0	1	100	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	100	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	100	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		1		1		0		0	
Race	0	0	0	0	1	100	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Conversion to Full Time/Perm	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	1	100	0	0	0	0	0	0
Total Number Findings	1		0		1		1		0		0	
	#	%	#	%	#	%	#	%	#	%	#	%
Rendered by Issue	20	012		13		)14		)15		16		30
Findings of Discrimination		Pr	evi	ous				Data			20177	Chru09
		<u> </u>		<u> </u>		Comp	ara	itive ]	L Da	ta	1	1
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	$\frac{0}{0}$	0	$\frac{0}{0}$	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	$\frac{0}{0}$	0	0	0	0	0	0	0	0	0	0	0
Race	$\frac{1}{0}$	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		0		0		0		0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	100	0	0	0	0
Age	0	0	0	0	1	100	0	0	0	0	0	0

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Letter of Warning	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	100	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	100	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
											-	
Findings After Hearing	0		0		1		1		0		0	
Appointment/Hire	0	0	0	0	1	100	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action						-		-			-	-
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Letter of Warning	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	100	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	100	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define								-			-	
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0

Letter of Warning	Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	Letter of Warning	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test   0		0	0	0	0	0	0	0	0	0	0	0	0
Harassment   Non-Sexual   1   100   0   0   0   0   0   0   0	Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Sexual         0 <td>Harassment</td> <td></td> <td>I</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>I</td> <td>I</td>	Harassment		I									I	I
Medical Examination         0	Non-Sexual	1	100	0	0	0	0	0	0	0	0	0	0
Pay including overtime         0	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection         0	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment           Denied         0 <td< td=""><td>Pay including overtime</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></td<>	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Denied	Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Directed         0<	Reassignment												
Reasonable Accommodation Disability         0	Denied	0	0	0	0	0	0	0	0	0	0	0	0
Disability         0	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation         0		0	0	0	0	0	0	0	0	0	0	0	0
Retirement         0	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping         0	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework         0<	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination         0 <th< td=""><td>Sex-Stereotyping</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment         0 <th< td=""><td>Telework</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Telework	0	0	0	0	0	0	0	0	0	0	0	0
Employment         0	Termination	0	0	0	0	0	0	0	0	0	0	0	0
Training         0<		0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define  User Defined - Other 1	Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1 0 0 0 0 0 0 0 0 0 0 0 0	Training	0	0	0	0	0	0	0	0	0	0	0	0
	Other - User Define												
Other 0 0 0 0 0 0 0 0 0 0 0	User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
	Other	0	0	0	0	0	0	0	0	0	0	0	0

						Co	mı	oarat	ive	Dat	a	
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0

Oser Defined - Other 4		0   0	0 0	0	0   0	
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-
	2012	2013	2014	2015	2016	30
Total complaints from previous Fiscal Years	59	87	87	87	84	112
Total Complainants	52	79	82	78	76	101
Number complaints pending						
Investigation	20	11	3	1	5	1
ROI issued, pending Complainant's action	3	3	0	0	0	0
Hearing	38	59	65	68	47	62
Final Agency Action	12	22	20	20	40	47
Appeal with EEOC Office of Federal Operations	8	15	13	14	41	43
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-
	2012	2013	2014	2015	2016	30
Pending Complaints Where Investigations Exceed Required Time Frames	31	22	3	2	7	2